Section P: Evaluation Help for Human Resource Managers

Purpose: Provide any human resource manager the key locations and tips to effectively manage evaluation systems using online tools. This is not all you need to know but it is a good start.

Evaluations, Selections, & Promotions Division

Training on My Forms and evaluating in an electronic environment

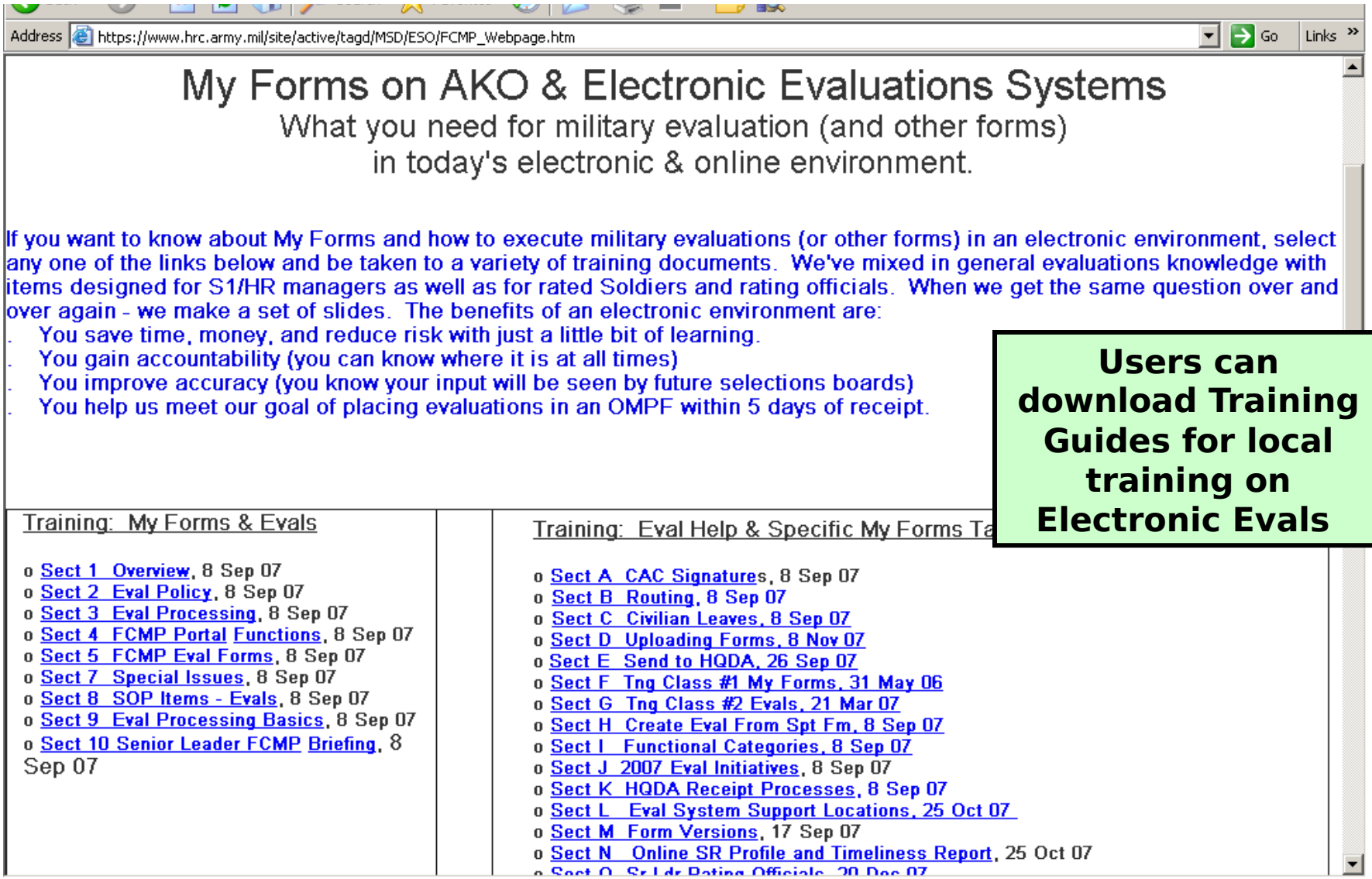
Address https://www.hrc.army.mil/site/active/tagd/MSD/msdweb.htm
Active
SERVE
SRDC
Homepage
General Information
Points of Contact
Mission / Vision / Functions
Branches
DA Secretariat
Officer Boards
Enlisted Boards
AC Promotions
RC Promotions
Evaluation Systems
Application Links & SOPs
SR-2 OnLine
How to Use Slides
IWRS - OER
What's New!
Evals & My Forms on AKO
Welcome
Contact Us
Evaluations, Selections and Promotions Division (ESP) is a division inside The Adjutant General Directorate (TAGD) of the US Army Human Resources Command (HRC). ESP consists of three (3) major branches and is authorized 203 civilian and military personnel organized around the core personnel functions of evaluations, selections and promotions. In conjunction with Army G1, ESP sets and executes policy concerning AERs, OERs. NC-OERs and promotions for all components.
Automated Applications
AC Board Schedule
RC Board Schedule
AC Promotion Lists
RC Promotion Lists
OER System Information
How to write OER Narratives
How to get Evaluations to the Board File
NCO-ER System Information
Appeals & Corrections
The Initial Evaluation Timeliness Report
Latest Evaluation Initiatives
Information Paper on Single OER Profile
FAQ Single OER Profile
Information Paper on Evaluation Timeliness Report
FAQ Evaluation Timeliness Report

Info Applications

Use this website or HRC home page for information and applications.

POC: ESO, tapcmse@conus.army.mil, (703) 325-9660 (DSN: 221) https://www.hrc.army.mil/site/Active/TAGD/ESPD(formerly_MSD)/msdweb.h
As of: 7 Apr 08

My Forms (AKO) Info is located here...


Address https://www.hrc.army.mil/site/active/tagd/MSD/ESO/FCMP_Webpage.htm
Go
Links
My Forms on AKO & Electronic Evaluations Systems
What you need for military evaluation (and other forms)
in today's electronic & online environment.
If you want to know about My Forms and how to execute military evaluations (or other forms) in an electronic environment, select any one of the links below and be taken to a variety of training documents. We've mixed in general evaluations knowledge with items designed for S1/HR managers as well as for rated Soldiers and rating officials. When we get the same question over and over again - we make a set of slides. The benefits of an electronic environment are:
. You save time, money, and reduce risk with just a little bit of learning.
. You gain accountability (you can know where it is at all times)
. You improve accuracy (you know your input will be seen by future selections boards)
. You help us meet our goal of placing evaluations in an OMPF within 5 days of receipt.
Training: My Forms & Evals
o Sect 1 Overview, 8 Sep 07
o Sect 2 Eval Policy, 8 Sep 07
o Sect 3 Eval Processing, 8 Sep 07
o Sect 4 FCMP Portal Functions, 8 Sep 07
o Sect 5 FCMP Eval Forms, 8 Sep 07
o Sect 7 Special Issues, 8 Sep 07
o Sect 8 SOP Items - Evals, 8 Sep 07
o Sect 9 Eval Processing Basics, 8 Sep 07
o Sect 10 Senior Leader FCMP Briefing, 8 Sep 07
Training: Eval Help & Specific My Forms Ta
o Sect A CAC Signatures, 8 Sep 07
o Sect B Routing, 8 Sep 07
o Sect C Civilian Leaves, 8 Sep 07
o Sect D Uploading Forms, 8 Nov 07
o Sect E Send to HQDA, 26 Sep 07
o Sect F Tng Class #1 My Forms, 31 May 06
o Sect G Tng Class #2 Evals, 21 Mar 07
o Sect H Create Eval From Spt Fm, 8 Sep 07
o Sect I Functional Categories, 8 Sep 07
o Sect J 2007 Eval Initiatives, 8 Sep 07
o Sect K HQDA Receipt Processes, 8 Sep 07
o Sect L Eval System Support Locations, 25 Oct 07
o Sect M Form Versions, 17 Sep 07
o Sect N Online SR Profile and Timeliness Report, 25 Oct 07

Users can download Training Guides for local training on Electronic Evals

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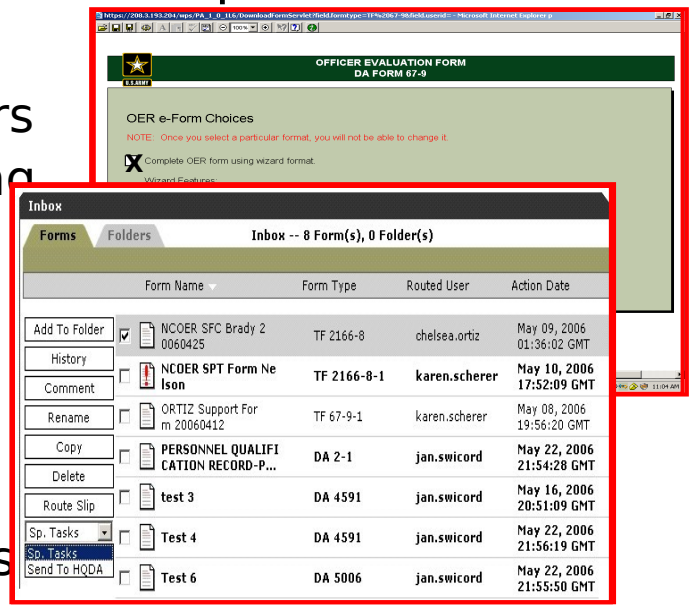
As of: 7 Apr 08

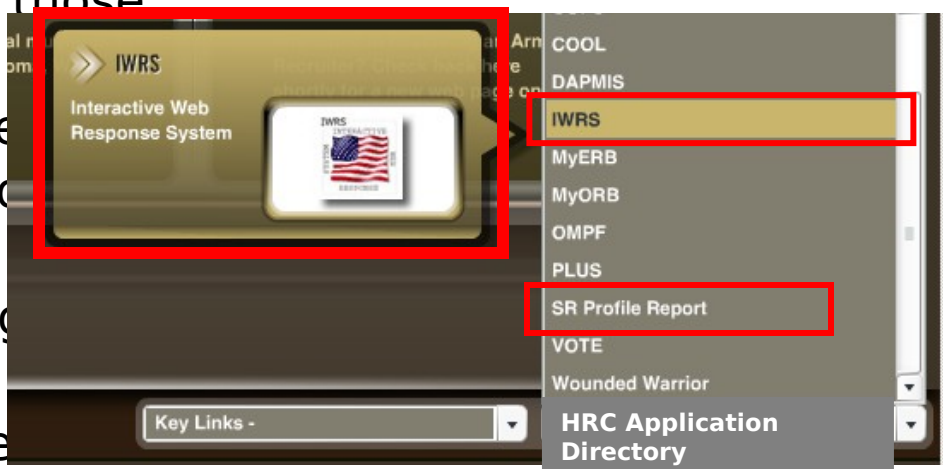
Key Elements for Effective Evaluation Systems

Goal: develop and assess Soldiers; submit reports on time.

Senior Rater's Role – do or ensure:

- Ensure rating schemes are known by Soldiers
- Oversee counseling; participate in counseling
- Use tools & My Forms (red outlines) – the system
  & the wizard questions to enter content.
- Know current THRU dates of reports on file
- Anticipate and project "next" evals.
  - Current thru date on file plus 12 months or known changes of rater.
  - Complete the record dates for those being considered by a selection.
- Notify rating officials of upcoming e
- Track rating officials counseling and reports (use My Forms)
- Follow up on receipt and processing at HRC (using tools)
- Take appropriate action with proble rating officials as necessary.





HRC Website: https://www.hrc.army.mil

How & Where to Submit Evaluations

- After 1 Apr 08 all evaluations must be submitted to HQDA level processing using My Forms on AKO. Exemptions can be requested by units with severe technological challenges. **Mailed, emailed, or hand-carried documents will not be accepted by HRC after 1 Apr 08 without exemption (see MILPER Message 08-051).**

- Deployed units and rating officials will submit electronically by My Forms when possible but, if necessary, may use other submission options without special approval.

- When exemptions are authorized:
  - ❖ **OER & NCOER** (with exception of ARNG NCOER) are mailed to: **Cdr, USA Human Resources Command, ATTN: AHRC-PDV-ER, 200 Stovall Street, Alexandria VA 22332-0442**
    - Note: this address change for NCOER is new info and is confirmed in MILPER message 08-098, released 4 Apr 08.
    - NCOER already in transit by mail to Indianapolis or St Louis are good to go. The next one you mail (if authorized) should be sent to the address above.
  - ❖ **ARNG NCOER** – No change. Continue to mail to State/Territory POC.

- When you have digitally signed OER or NCOER on older version forms (those not able to be sent electronically in My Forms on AKO) email those documents as attachments to:
  - OER .xfdl files: tapcmse@conus.army.mil (version 3 and 4, sometimes 5)
  - NCOER .xfdl files: tapcmser@conus.army.mil (version 5, 4, 3, 2, and 1)

Bottom line for S1/HR Managers: staying out of trouble in the evaluation business

1. Keep and maintain rating schemes.
   - Note promotions, job changes, incoming, departing
   - Use online tools to track & project the "next report"
2. Keep commanders/senior raters involved; it's their system.
   - They develop and effectively communicate a rating philosophy
   - They focus on proactive actions (counseling, development)
3. Use online tools & electronic means & forms wizards to prepare counseling and assessments (evaluations).
4. Don't have Soldiers sign, blank forms (becoming obsolete as we go electronic but…)
5. Don't present false information on reports.
   - Individual reports are snapshots in time.
   - Every action has an impact (whether you see it or not)
   - 2d and 3rd order impacts are ones that come back to bite you.

S-1 / HR Managers – Day to Day Tasks

1. Ensure every officer & NCO checks his or her OMPF and confirms the presence of every military evaluations (OER, NCOER, & AER) as well as other documents. Identify and rectify any gaps or missing evaluations --specifically, follow instructions on previous slide.
2. Use online application Interactive Web Response System (IWRS) to identify any obviously missing gaps or last OER dates on file. Project out next evaluations based on this information and known personnel moves.
    a. No special access or permission is required to view admin information in IWRS.
    b. IWRS reflects only OER information today but after 1 May 2008 will reflect OER and NCOER (USAR & RA) information.
3. Complete & submit reports using My Forms on AKO that have never been rendered but should have been.
4. Start using My Forms and PureEdge wizard forms to create, digitally sign, and electronically submit evaluations if not already doing so. Electronic submission is mandatory effective 1 Apr 08.

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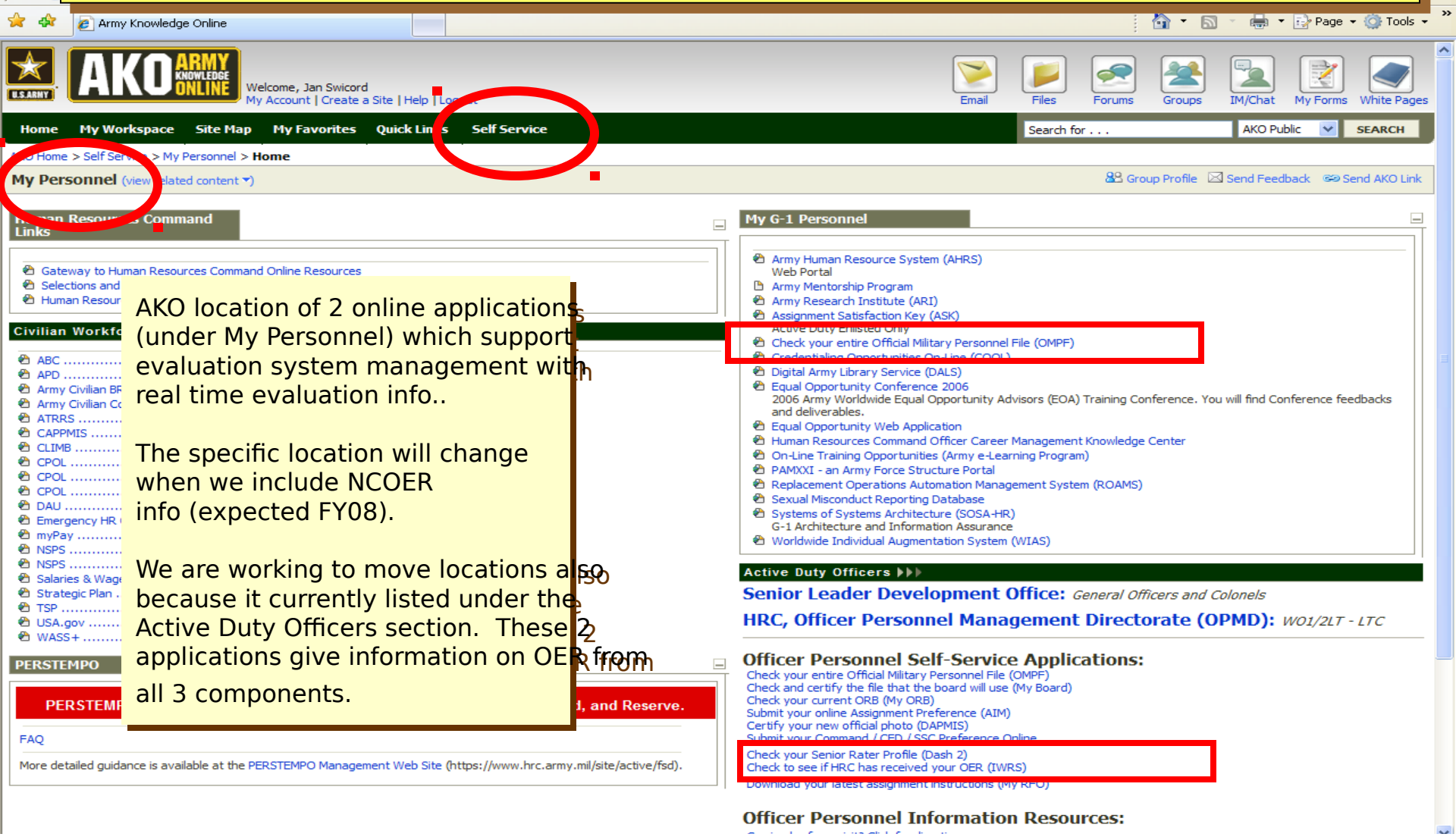
As of: 7 Apr 08

Locating Eval System Help on AKO



AKO location of 2 online applications (under My Personnel) which support evaluation system management with real time evaluation info..

The specific location will change when we include NCOER info (expected FY08).

We are working to move locations also because it currently listed under the Active Duty Officers section. These 2 applications give information on OER from all 3 components.

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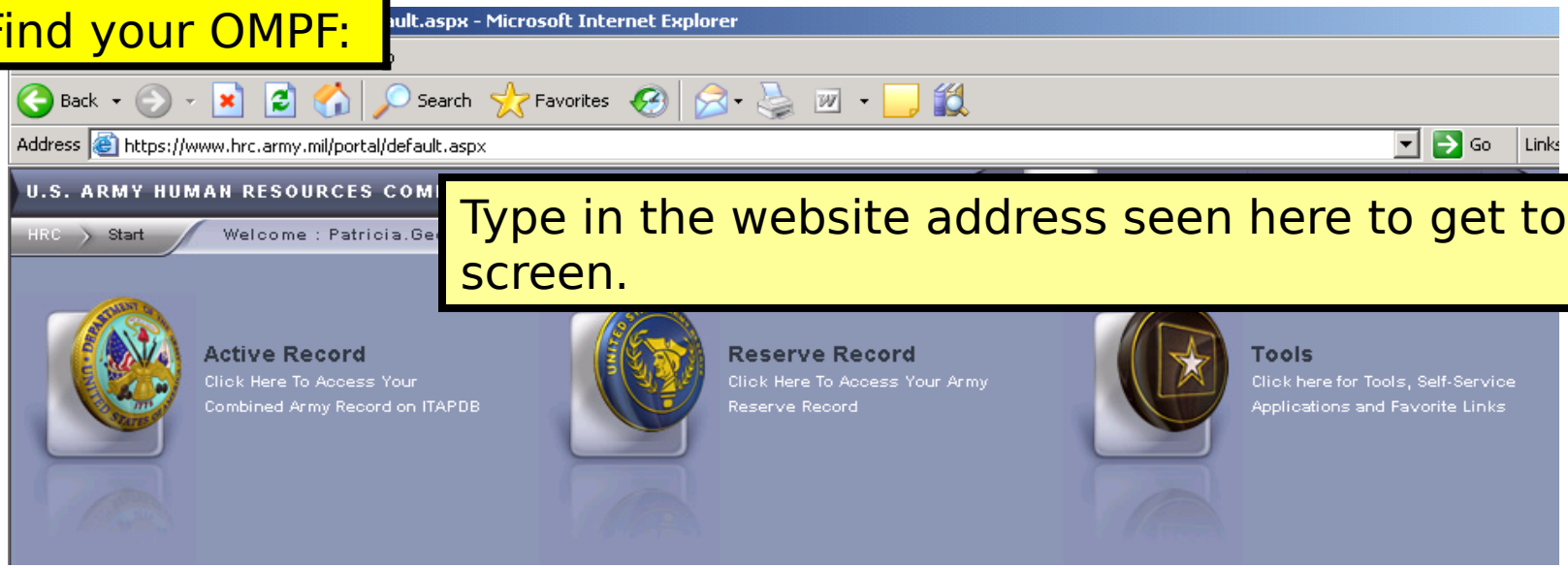
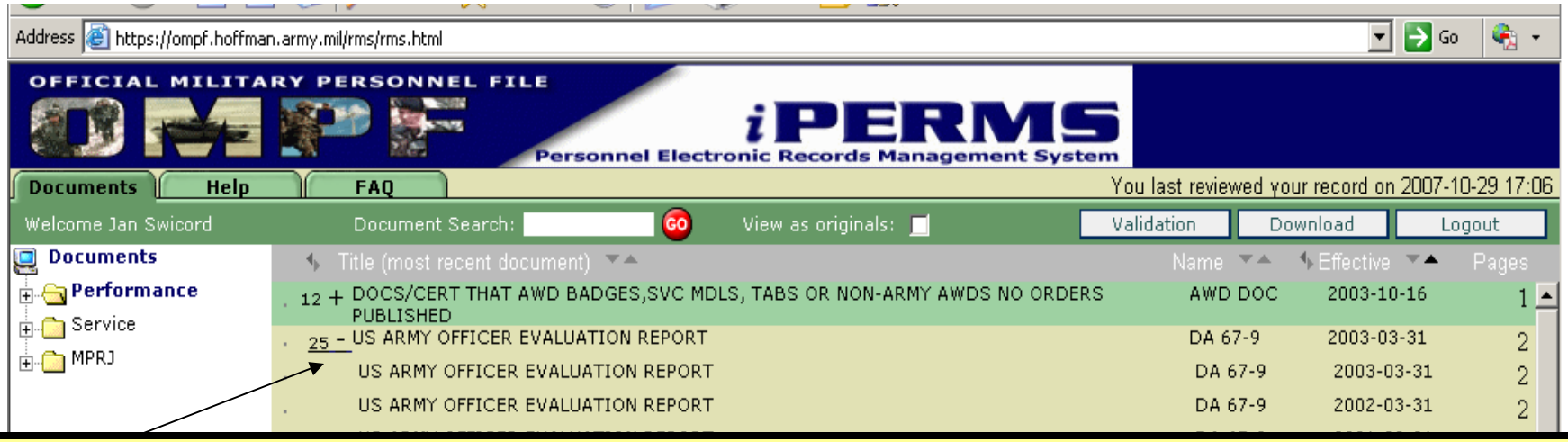
As of: 7 Apr 08

POC: ESO, tapcmse@conus.army.mil, (703) 325-9660 (DSN: 221) https://www.hrc.army.mil/site/Active/TAGD/ESPD(formerly_MSD)/msdweb.h
As of: 7 Apr 08

Find your OMPF:

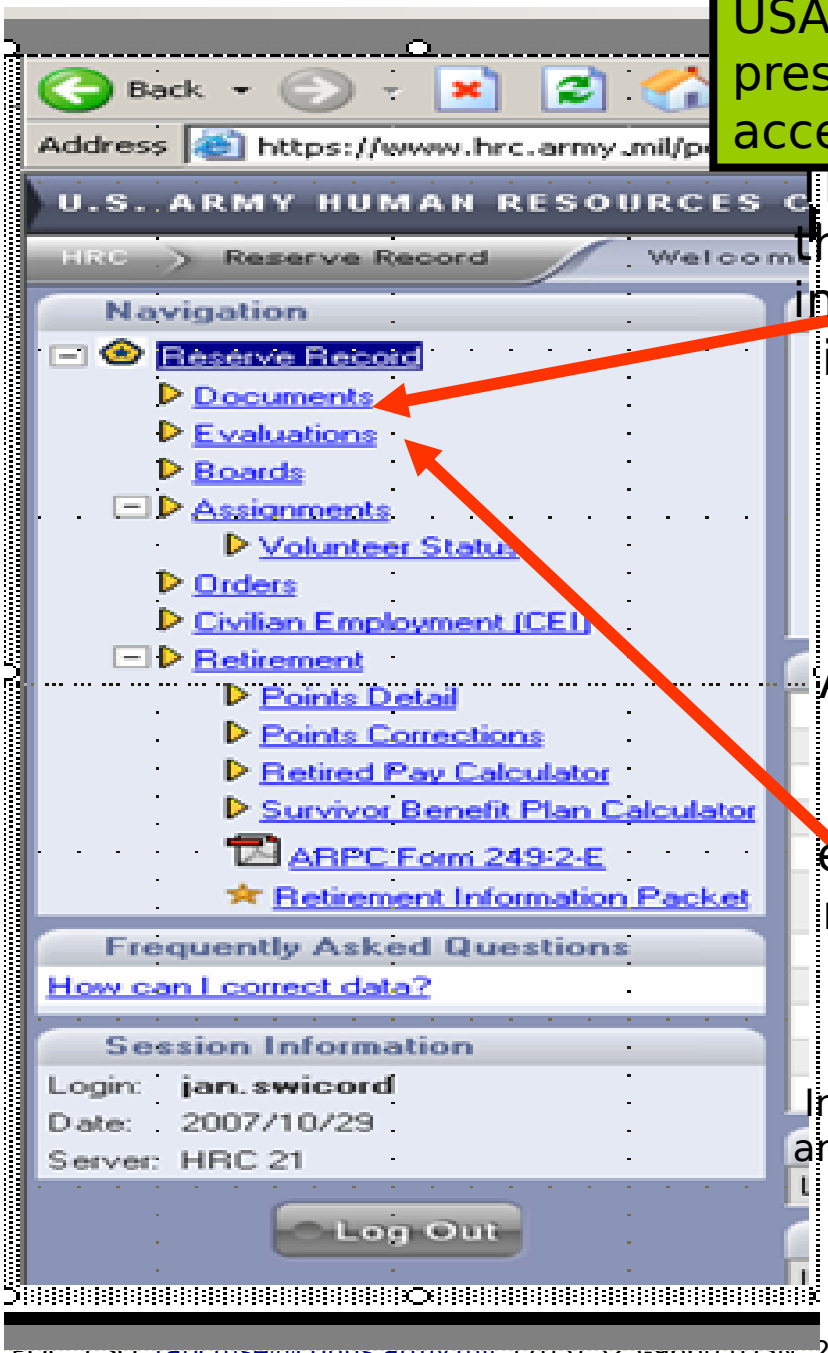


Type in the website address seen here to get to this screen.



Example: Officer has selected (+) to view each of the 25 military evaluations. User can select (-) to collapse list. Officer checks effective date column (which equates to eval THRU date) to validate if all OER rendered are present.

USAR users might get this OMPF presentation depending on website used to access the OMPF:



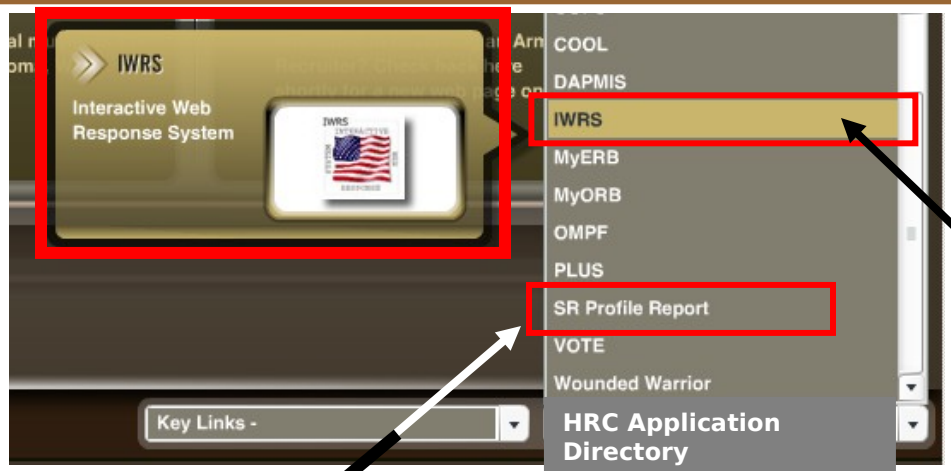
he DOCUMENTS folder here will take you to the OMPF where you can view all documents in your OMPF. Evaluations are one part of all items in the OMPF folder. Evaluations are added to the OMPF once completed at HQDA level processing.

A (slightly misnamed) EVALUATIONS folder takes you to IWRS. IWRS is an online application with administrative info on evaluations. It reflects all OER information now and after Mar 08 will reflect all OER & NCOER (for RA & USAR) information.

Individual officers might use IWRS to check the status of an OER as it processes at HQDA level. An OER will not be visible in your OMPF until completed; however, it can be tracked while processing at HQDA using IWRS. HR managers have many uses for IWRS.

Online Applications Explained

Both are located on HRC website (several locations) and AKO under Self Service/My P



Senior Rater (SR) Profile (-2) and Eval Timeliness Report

-Accessed by AKO logon & password

-OER SR Profile: Senior raters view their DA Fm 67-9 which shows numbers and box checks sorted by rank and names of officers in OER which are both completed and in a working (but not yet profiled) status at HRC.

-Eval Timeliness Report:

-Reflects OER received by HRC on and after 1 Jun 07.

-Will reflect NCOER received by HRC on and after 1 May 08. All NCOER SR will have access to this application.

-Will be restarted for both OER & NCOER in Summer 2008.

Interactive Web Report System (IWRS)

-Accessed by AKO logon & password

-For OER: this is a window into HRC level processing (for constant status, found errors, admin information) which is essential for proactive management of evaluation systems by HR managers, SR, and Cdr.

-NCOER info reflected after 1 May 08

-Reports are constantly being improved and increased to support unit needs. USAR/ARNG specific reports will be in soon.

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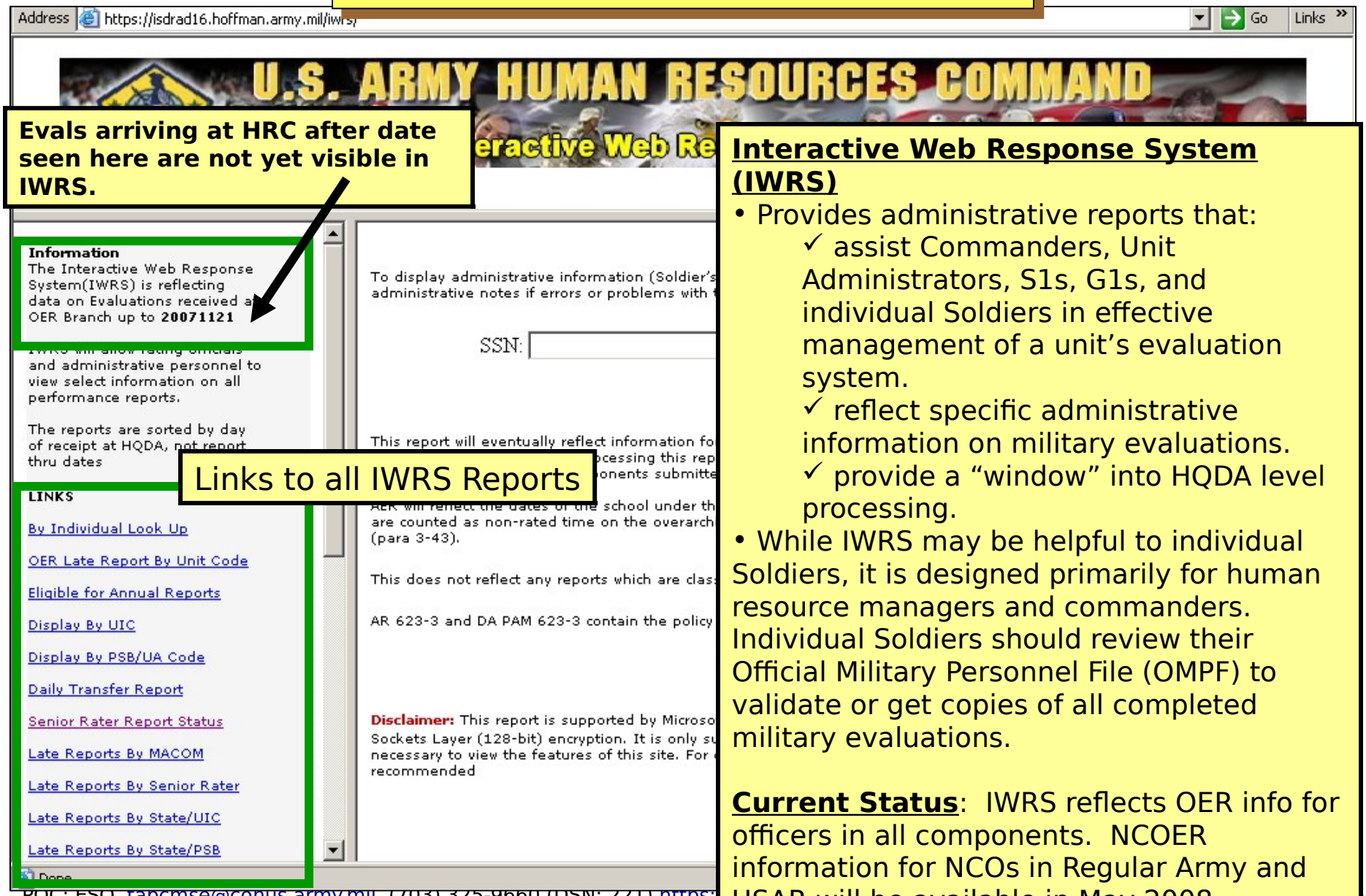
As of: 7 Apr 08

IWRS Basics


Address
https://isdrad16.hoffman.army.mil/iwrs/
Go
Links
U.S. ARMY HUMAN RESOURCES COMMAND
eractive Web Re
Information
The Interactive Web Response System(IWRS) is reflecting data on Evaluations received a OER Branch up to 20071121
and administrative personnel to view select information on all performance reports.
The reports are sorted by day of receipt at HQDA, not report thru dates
LINKS
By Individual Look Up
OER Late Report By Unit Code
Eligible for Annual Reports
Display By UIC
Display By PSB/UA Code
Daily Transfer Report
Senior Rater Report Status
Late Reports By MACOM
Late Reports By Senior Rater
Late Reports By State/UIC
Late Reports By State/PSB
To display administrative information (Soldier's
administrative notes if errors or problems with
SSN:
This report will eventually reflect information fo
are counted as non-rated time on the overarch
(para 3-43).
This does not reflect any reports which are clas
AR 623-3 and DA PAM 623-3 contain the policy
Disclaimer: This report is supported by Microso
Sockets Layer (128-bit) encryption. It is only su
necessary to view the features of this site. For
recommended
Done

Evals arriving at HRC after date seen here are not yet visible in IWRS.

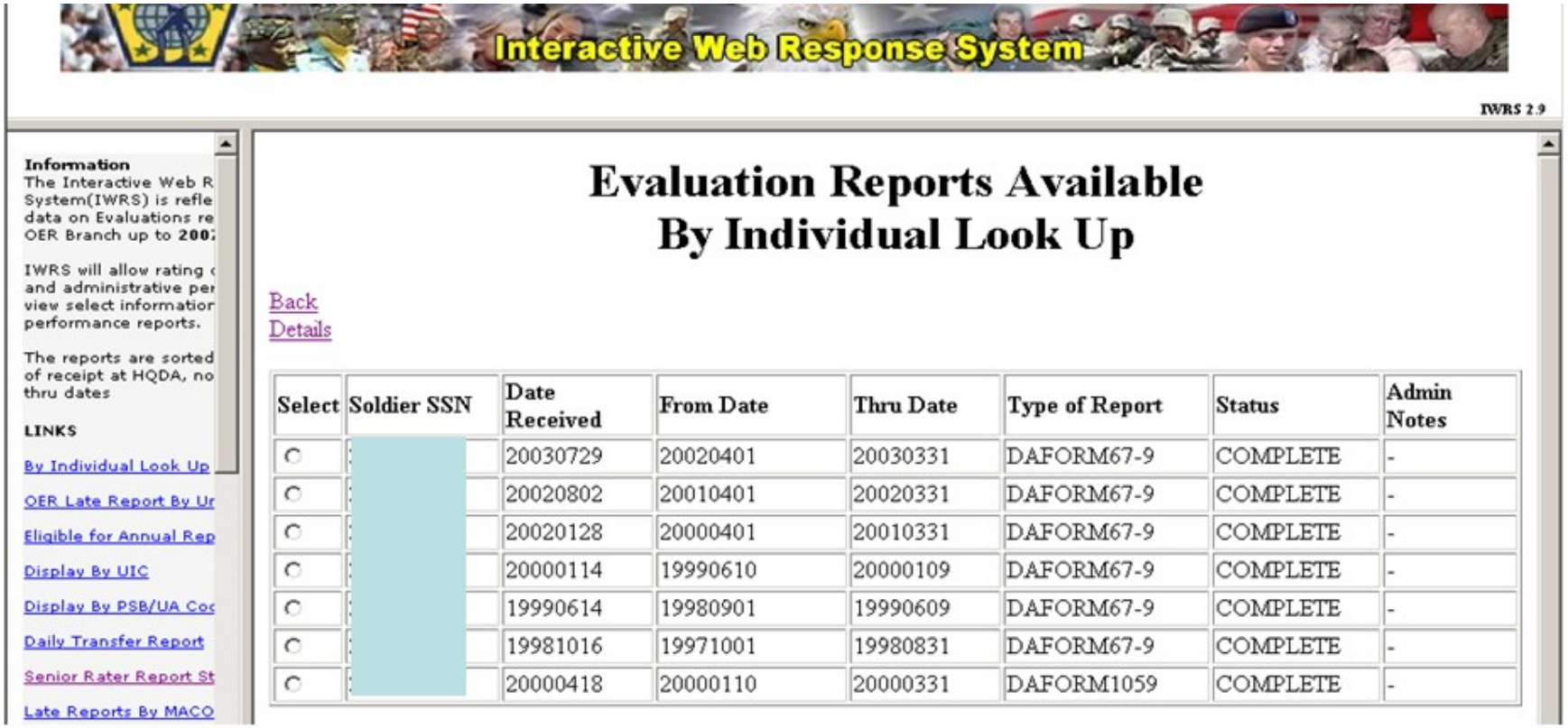
Links to all IWRS Reports

<u>Interactive Web Response System (IWRS)</u>

- Provides administrative reports that:
  - ✓ assist Commanders, Unit Administrators, S1s, G1s, and individual Soldiers in effective management of a unit's evaluation system.
  - ✓ reflect specific administrative information on military evaluations.
  - ✓ provide a "window" into HQDA level processing.
- While IWRS may be helpful to individual Soldiers, it is designed primarily for human resource managers and commanders. Individual Soldiers should review their Official Military Personnel File (OMPF) to validate or get copies of all completed military evaluations.

<u>Current Status</u>: IWRS reflects OER info for officers in all components. NCOER information for NCOs in Regular Army and USAR will be available in May 2008.

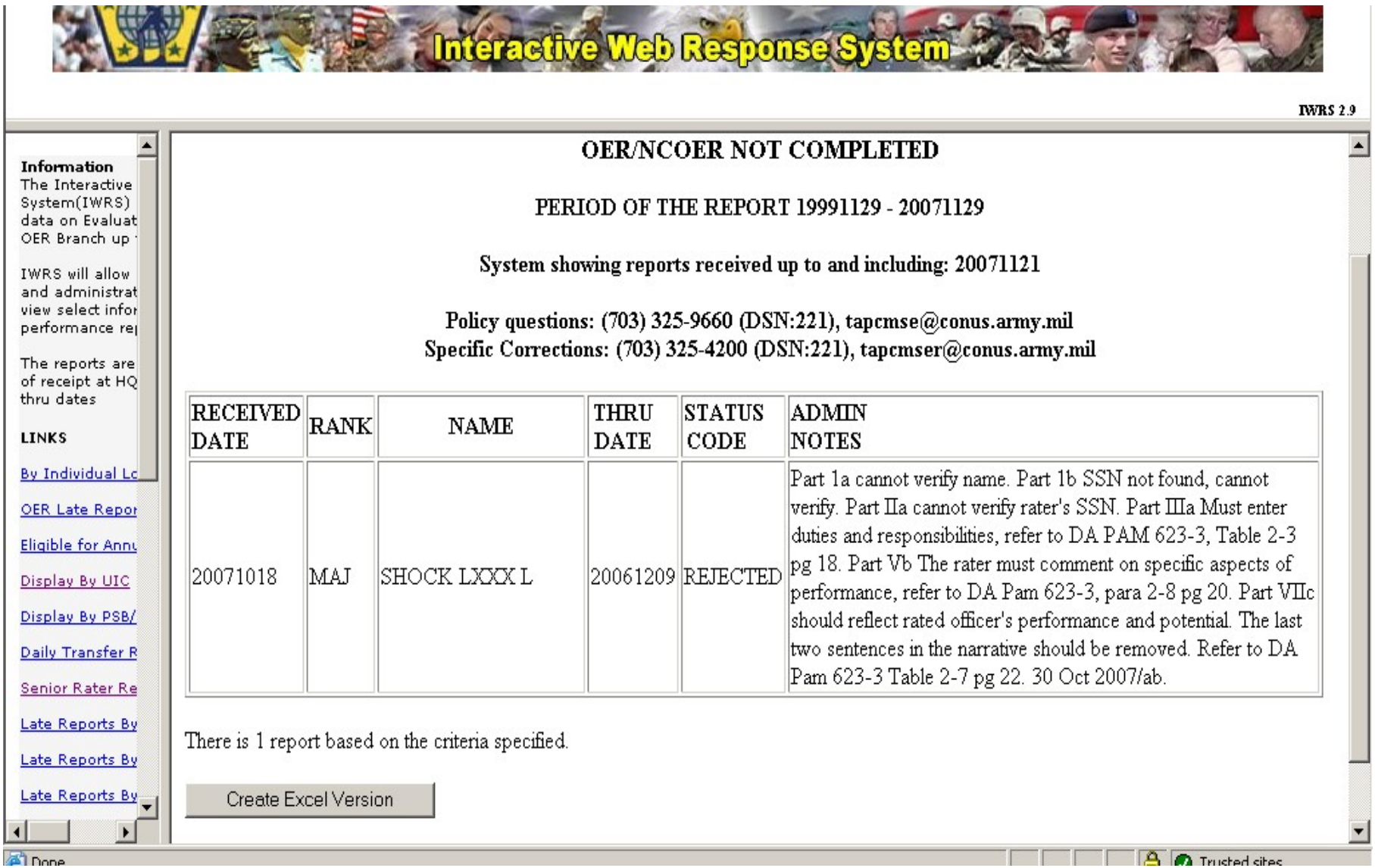
Key IWRS Report: Individual Look Up



Select	Soldier SSN	Date Received	From Date	Thru Date	Type of Report	Status	Admin Notes
○		20030729	20020401	20030331	DAFORM67-9	COMPLETE	-
○		20020802	20010401	20020331	DAFORM67-9	COMPLETE	-
○		20020128	20000401	20010331	DAFORM67-9	COMPLETE	-
○		20000114	19990610	20000109	DAFORM67-9	COMPLETE	-
○		19990614	19980901	19990609	DAFORM67-9	COMPLETE	-
○		19981016	19971001	19980831	DAFORM67-9	COMPLETE	-
○		20000418	20000110	20000331	DAFORM1059	COMPLETE	-

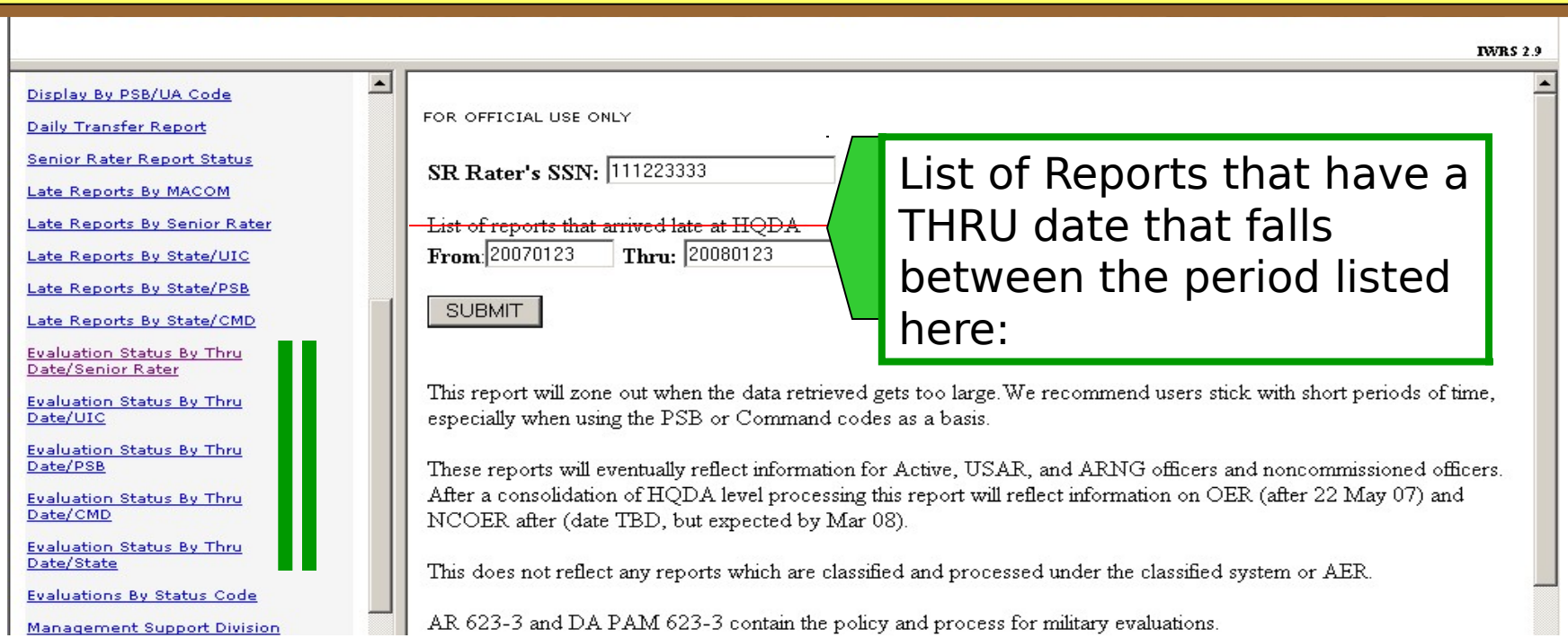
POC: ESO, tapcmse@conus.army.mil, (703) 325-9660 (DSN: 221) https://www.hrc.army.mil/site/Active/TAGD/ESPD(formerly_MSD)/msdweb.h
As of: 7 Apr 08

Key IWRS Report: SR Report Status

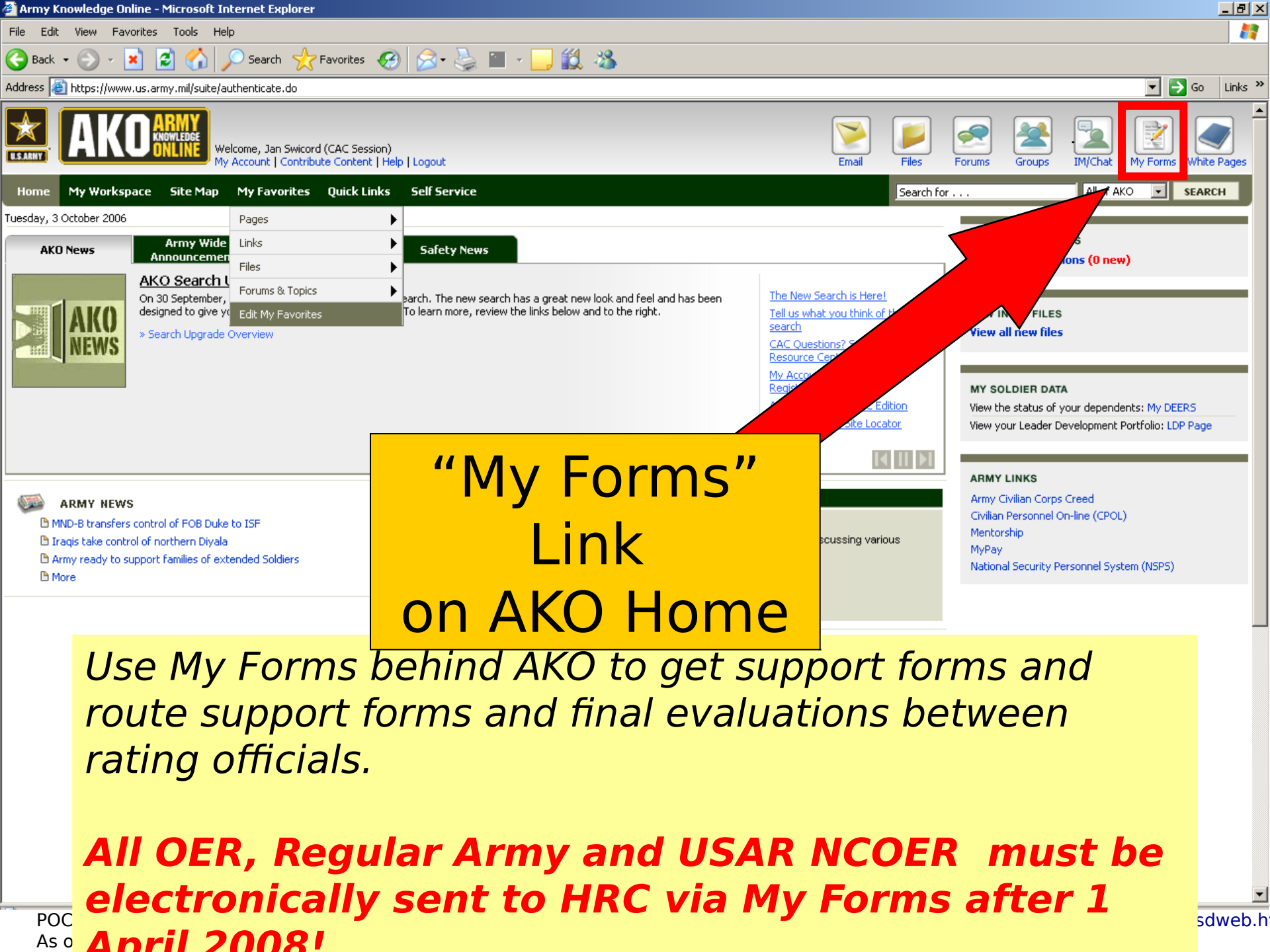

Interactive Web Response System
IWRS 2.9
Information
The Interactive
System(IWRS)
data on Evaluat
OER Branch up
IWRS will allow
and administrat
view select infor
performance re
The reports are
of receipt at HQ
thru dates
LINKS
By Individual Lc
OER Late Repor
Eligible for Annu
Display By UIC
Display By PSB/
Daily Transfer R
Senior Rater Re
Late Reports By
Late Reports By
Late Reports By
OER/NCOER NOT COMPLETED
PERIOD OF THE REPORT 19991129 - 20071129
System showing reports received up to and including: 20071121
Policy questions: (703) 325-9660 (DSN:221), tapcmse@conus.army.mil
Specific Corrections: (703) 325-4200 (DSN:221), tapcmser@conus.army.mil
RECEIVED DATE
RANK
NAME
THRU DATE
STATUS CODE
ADMIN NOTES
20071018
MAJ
SHOCK LXXX L
20061209
REJECTED
Part 1a cannot verify name. Part 1b SSN not found, cannot verify. Part IIa cannot verify rater's SSN. Part IIIa Must enter duties and responsibilities, refer to DA PAM 623-3, Table 2-3 pg 18. Part Vb The rater must comment on specific aspects of performance, refer to DA Pam 623-3, para 2-8 pg 20. Part VIIc should reflect rated officer's performance and potential. The last two sentences in the narrative should be removed. Refer to DA Pam 623-3 Table 2-7 pg 22. 30 Oct 2007/ab.
There is 1 report based on the criteria specified.
Create Excel Version
Done
Trusted sites

POC: ESO, tapcmse@conus.army.mil, (703) 325-9660 (DSN: 221) https://www.hrc.army.mil/site/Active/TAGD/ESPD(formerly_MSD)/msdweb.h
As of: 7 Apr 08

New IWRS Report: By THRU date


IWRS 2.9
Display By PSB/UA Code
Daily Transfer Report
Senior Rater Report Status
Late Reports By MACOM
Late Reports By Senior Rater
Late Reports By State/UIC
Late Reports By State/PSB
Late Reports By State/CMD
Evaluation Status By Thru Date/Senior Rater
Evaluation Status By Thru Date/UIC
Evaluation Status By Thru Date/PSB
Evaluation Status By Thru Date/CMD
Evaluation Status By Thru Date/State
Evaluations By Status Code
Management Support Division
FOR OFFICIAL USE ONLY
SR Rater's SSN: 111223333
List of reports that arrived late at HQDA
From: 20070123 Thru: 20080123
SUBMIT
List of Reports that have a THRU date that falls between the period listed here:
This report will zone out when the data retrieved gets too large. We recommend users stick with short periods of time, especially when using the PSB or Command codes as a basis.
These reports will eventually reflect information for Active, USAR, and ARNG officers and noncommissioned officers. After a consolidation of HQDA level processing this report will reflect information on OER (after 22 May 07) and NCOER after (date TBD, but expected by Mar 08).
This does not reflect any reports which are classified and processed under the classified system or AER.
AR 623-3 and DA PAM 623-3 contain the policy and process for military evaluations.

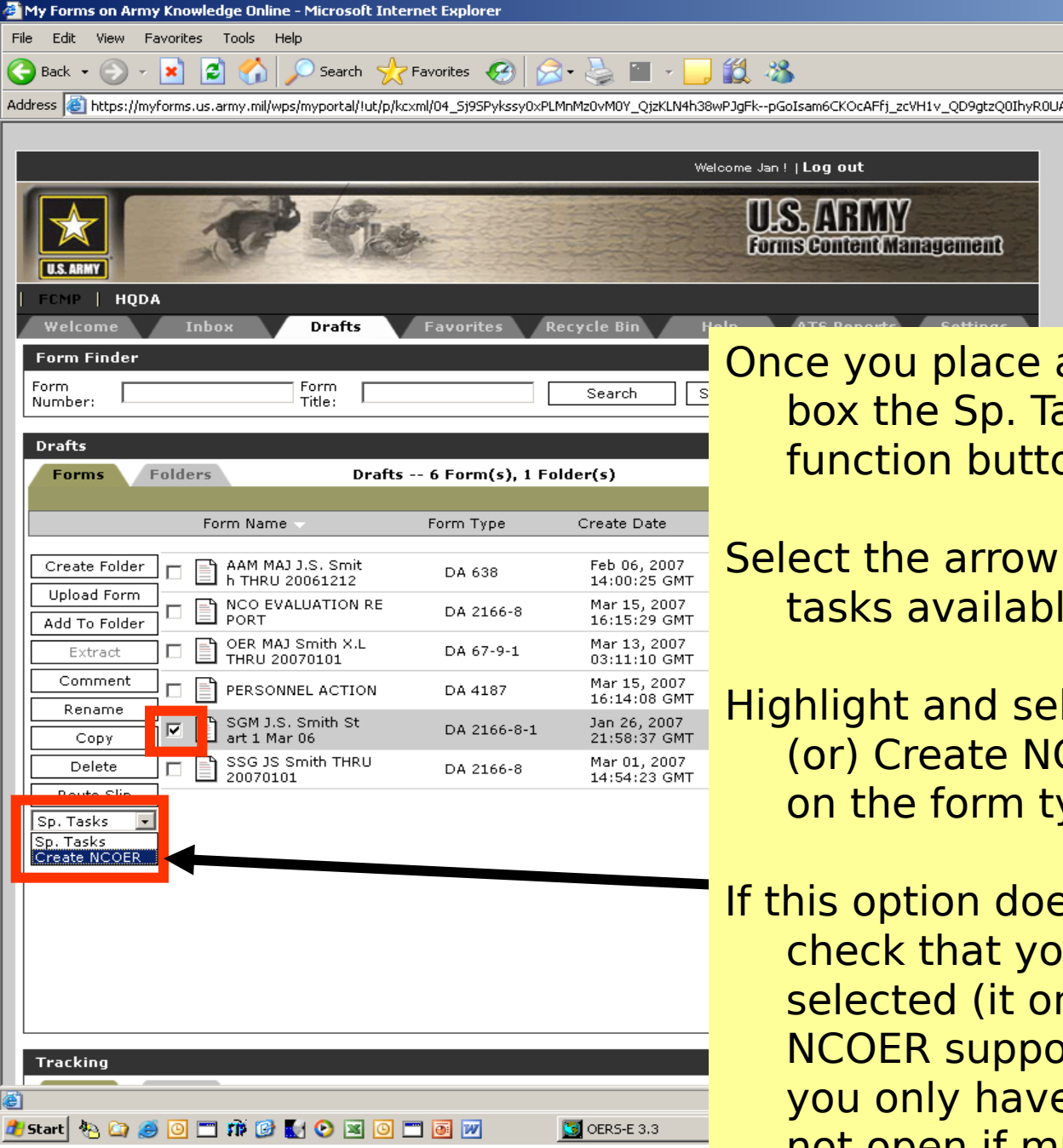
There are new reports in IWRS – we believe them to be helpful as the design comes from user needs. However, at this time 5 have an error in their explanation that can leads you to not try them. These reports do not show late reports as written. They reflect reports under 1 search criteria for which the THRU date falls between the FROM and THRU dates you enter . The first search criteria (SR SSN, UIC, PSB code) is also entered by the person seeking the information.



"My Forms" Link on AKO Home

Use My Forms behind AKO to get support forms and route support forms and final evaluations between rating officials.

All OER, Regular Army and USAR NCOER must be electronically sent to HRC via My Forms after 1 April 2008!



Once you place a check in the functions box the Sp. Tasks (Special Tasks) function button will activate.

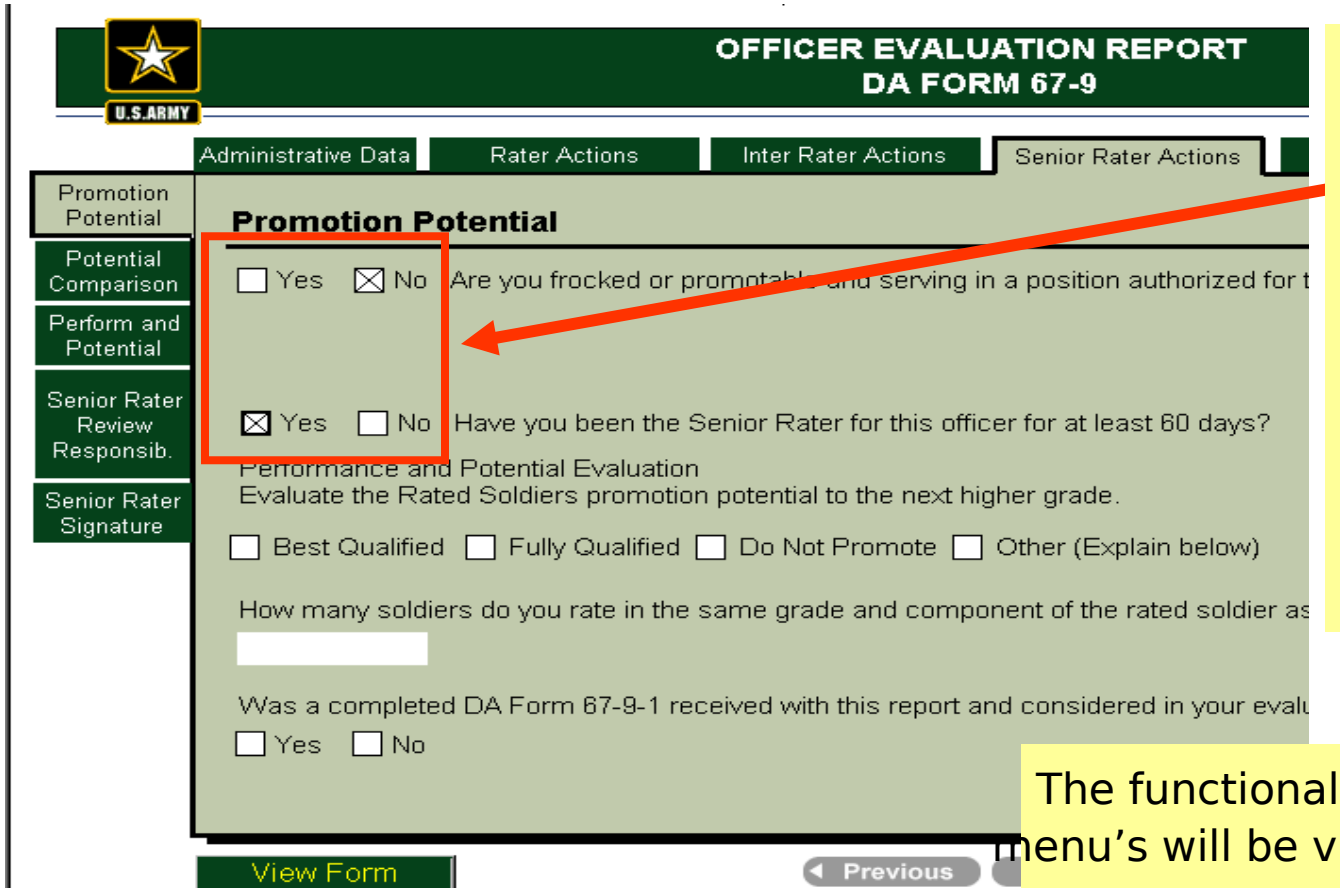
Select the arrow button to show the special tasks available for this particular form.

Highlight and select the task Create OER (or) Create NCOER. The option depends on the form type you have selected.

If this option does not become available check that you have the right form selected (it only works for OER or NCOER support forms) and check that you only have 1 form selected (it will not open if multiple forms are selected).

Use Wizard to add Content – Senior Rater (#1)

- To have the functional category pull down menus appear in the senior rater section of the form, the senior rater must answer at least the first two questions under the senior rater promotion potential tab.

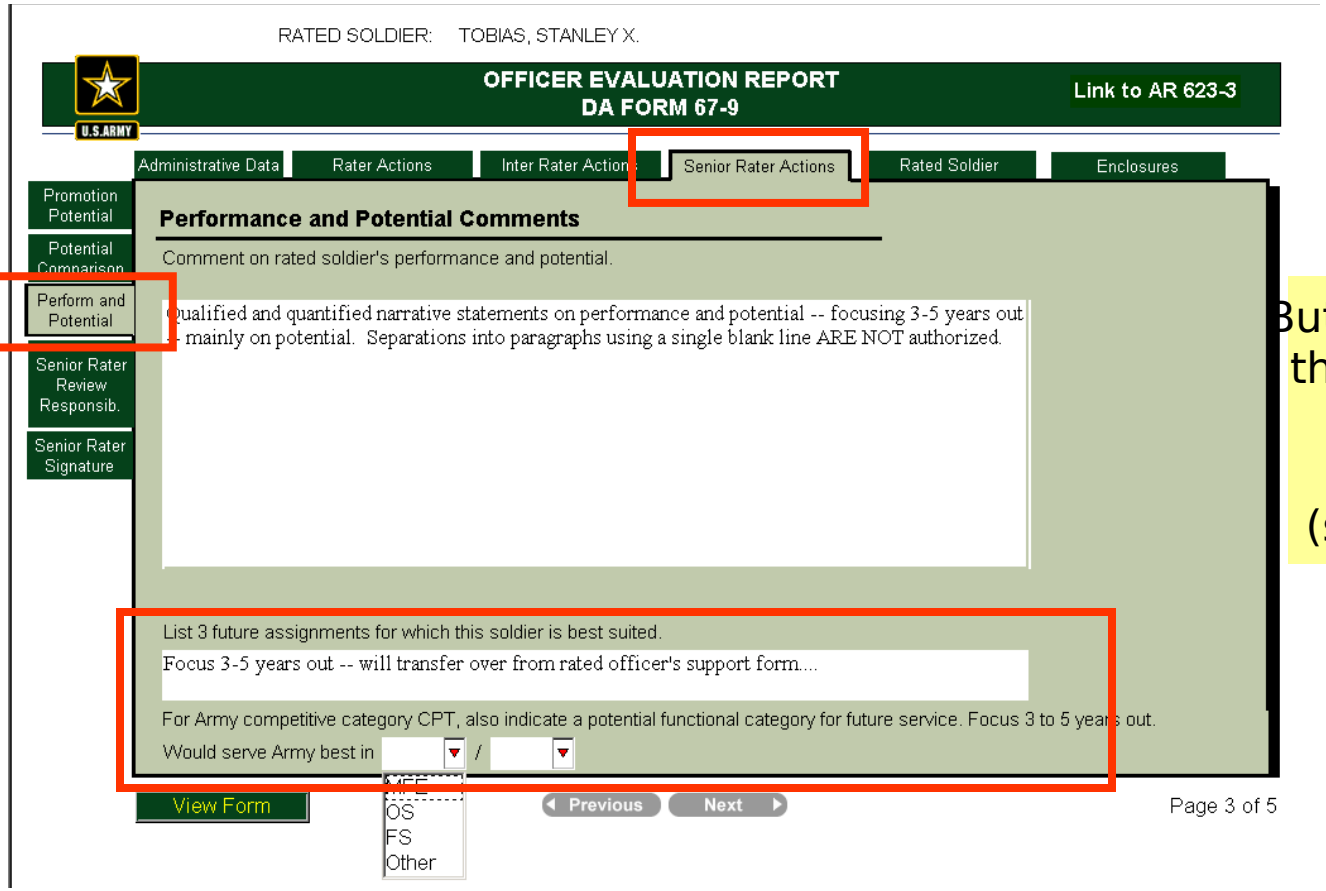

OFFICER EVALUATION REPORT
DA FORM 67-9
U.S.ARMY
Administrative Data
Rater Actions
Inter Rater Actions
Senior Rater Actions
Promotion Potential
Potential Comparison
Perform and Potential
Senior Rater Review Responsib.
Senior Rater Signature
Promotion Potential
Yes
No
Are you frocked or promotable and serving in a position authorized for t
Yes
No
Have you been the Senior Rater for this officer for at least 60 days?
Performance and Potential Evaluation
Evaluate the Rated Soldiers promotion potential to the next higher grade.
Best Qualified
Fully Qualified
Do Not Promote
Other (Explain below)
How many soldiers do you rate in the same grade and component of the rated soldier as
Was a completed DA Form 67-9-1 received with this report and considered in your evalu
Yes
No
View Form
Previous

Answers to the 1st question makes the 2d appear. The 2d question establishes a senior rater's qualifications to evaluate.

The functional category pull down menu's will be visible (see next slide.)

Use Wizard to add Content – Senior Rater (#2)

- A senior rater will find their functional category recommendation options under the senior rater (top) and performance and potential (left side) tabs.


RATED SOLDIER: TOBIAS, STANLEY X.
OFFICER EVALUATION REPORT
DA FORM 67-9
Link to AR 623-3
U.S.ARMY
Administrative Data
Rater Actions
Inter Rater Actions
Senior Rater Actions
Rated Soldier
Enclosures
Promotion Potential
Potential Comparison
Perform and Potential
Senior Rater Review Responsib.
Senior Rater Signature
Performance and Potential Comments
Comment on rated soldier's performance and potential.
Qualified and quantified narrative statements on performance and potential -- focusing 3-5 years out -- mainly on potential. Separations into paragraphs using a single blank line ARE NOT authorized.
List 3 future assignments for which this soldier is best suited.
Focus 3-5 years out -- will transfer over from rated officer's support form....
For Army competitive category CPT, also indicate a potential functional category for future service. Focus 3 to 5 years out.
Would serve Army best in
/
OS
FS
Other
View Form
Previous
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Page 3 of 5

But only after answering the first two questions of the senior rater section (see previous slide).

Route Evals Between Rating Officials:

Use My Forms routing whenever possible because it:

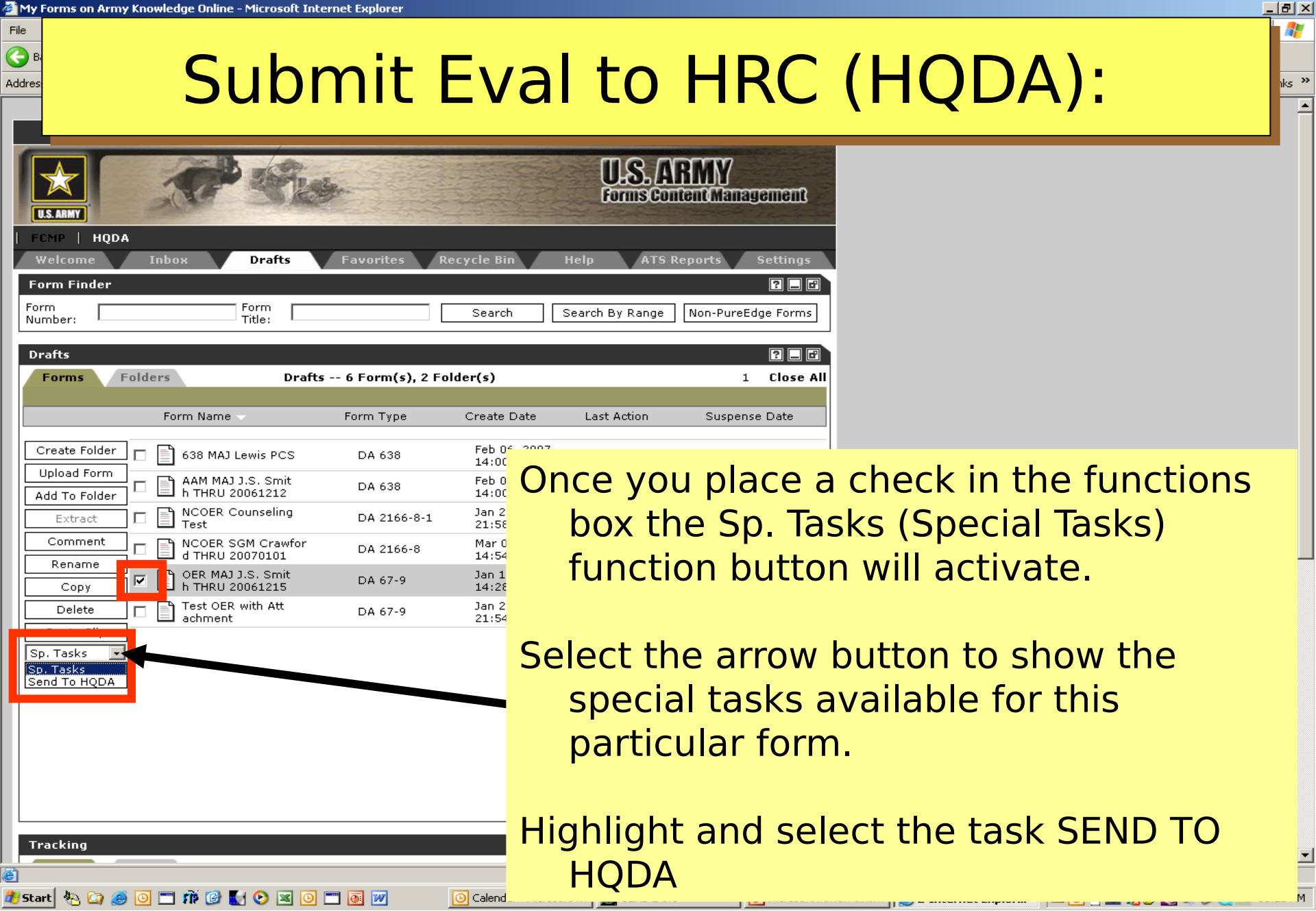
1. Provides tracking & accountability capability
2. Is fast and reliable
3. Results in the least amount of problems with eval forms

Take a form out of My Forms and email it? You can - when a rating official does not have an AKO logon or access to AKO but has a CAC reader for signature, BUT – doing so results in the greatest amount of our technical problems while submitting.

General Routing Notes:

1. AR 623-3 and DA PAM 623-3 detail an order for completion.
2. Rated officer and rated NCO should see completed report.
3. Individuals not physically in rating chain, but who need to view or comment (i.e., CSM, S1), can be sent

Submit Eval to HRC (HQDA):



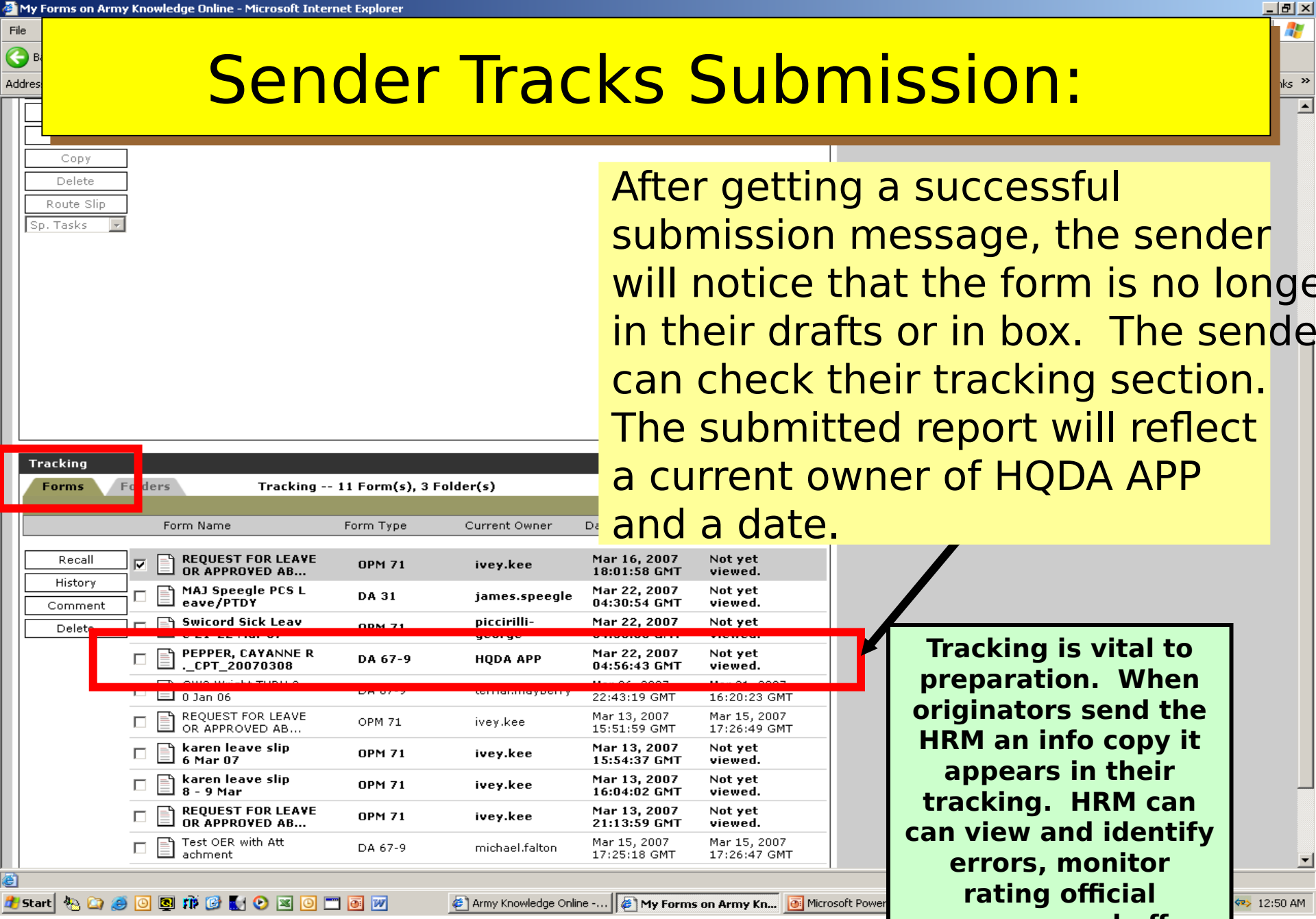
Once you place a check in the functions box the Sp. Tasks (Special Tasks) function button will activate.

Select the arrow button to show the special tasks available for this particular form.

Highlight and select the task SEND TO HQDA

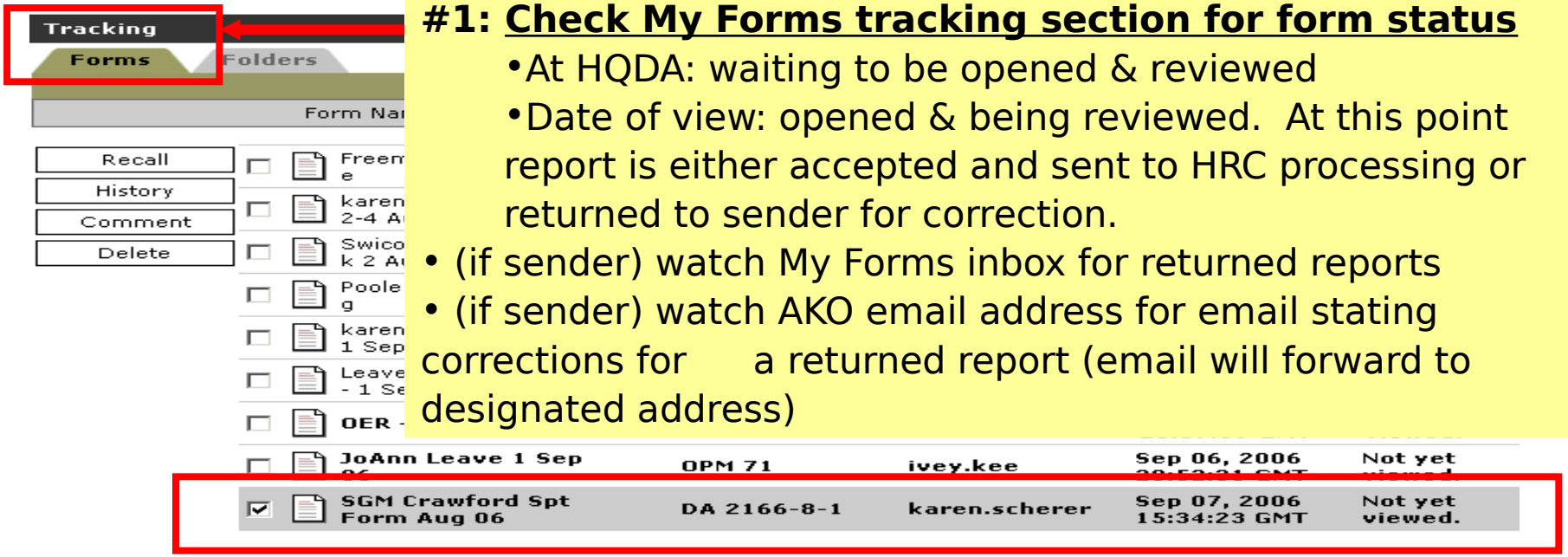
Sender Tracks Submission:

After getting a successful submission message, the sender will notice that the form is no longe in their drafts or in box. The sende can check their tracking section. The submitted report will reflect a current owner of HQDA APP and a date.



Tracking is vital to preparation. When originators send the HRM an info copy it appears in their tracking. HRM can can view and identify errors, monitor rating official progress, and offer support without

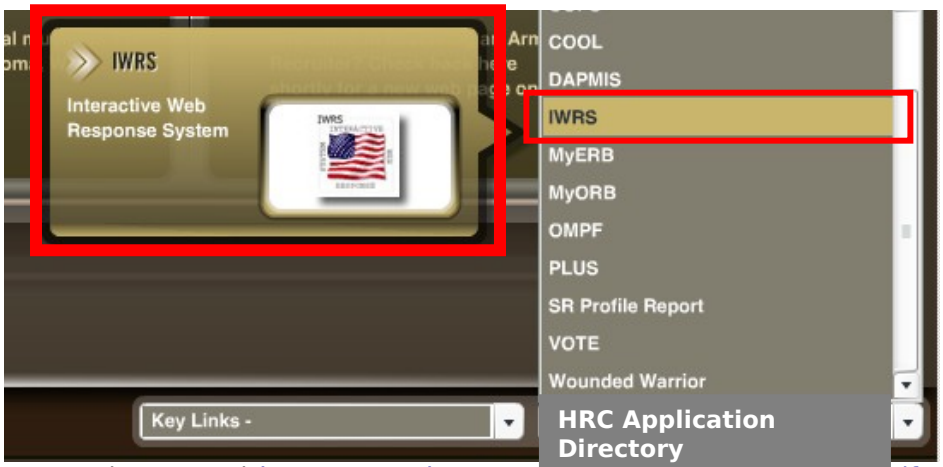
Check for Receipt at HRC:



#1: <u>Check My Forms tracking section for form status</u>

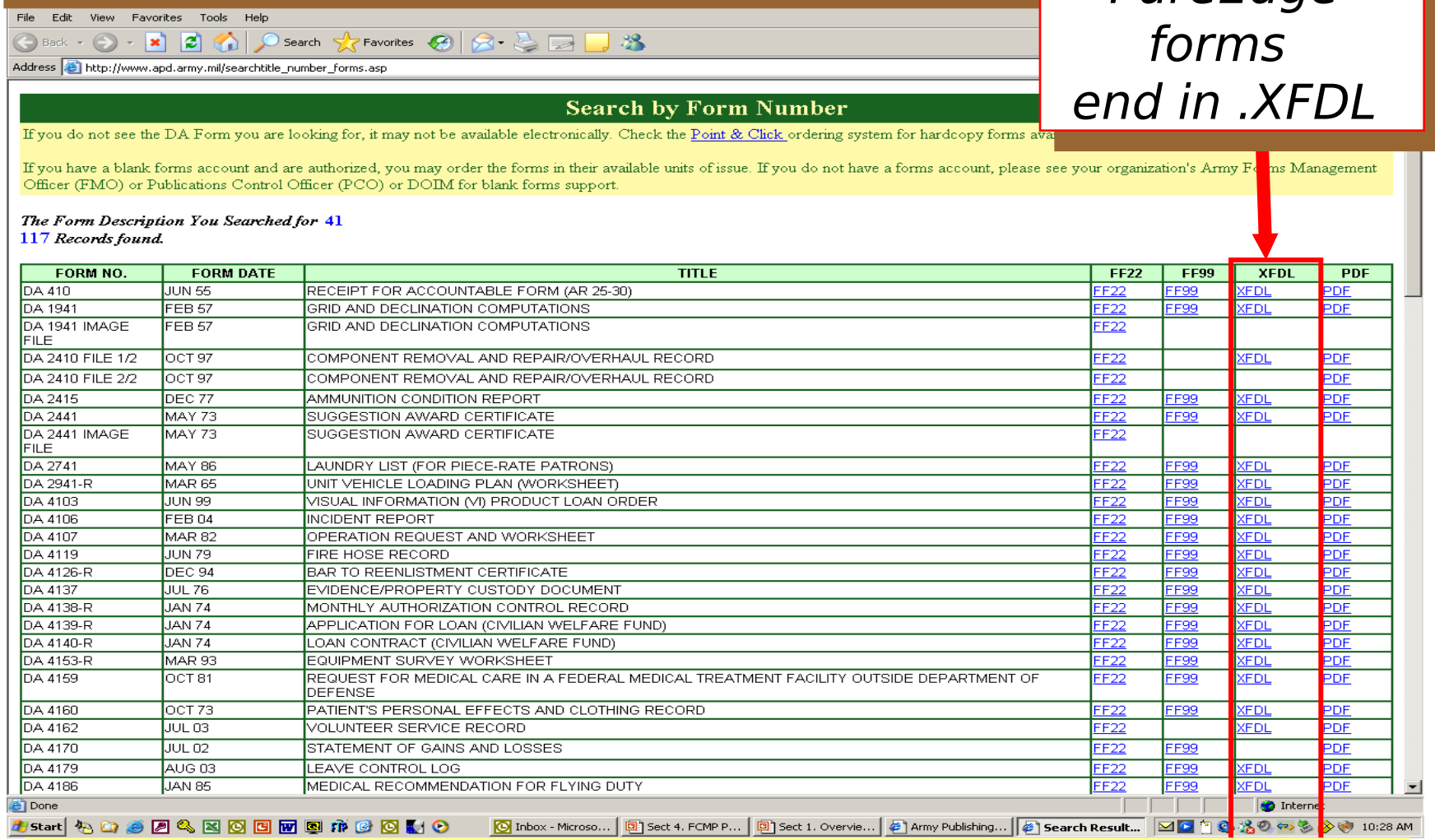
- At HQDA: waiting to be opened & reviewed
- Date of view: opened & being reviewed. At this point report is either accepted and sent to HRC processing or returned to sender for correction.
- (if sender) watch My Forms inbox for returned reports
- (if sender) watch AKO email address for email stating corrections for a returned report (email will forward to designated address)

#2: <u>Validate receipt and processing at HQDA</u>
(use online tools)
IWRS reflects OER now. Will reflect NCOER for RA and USAR after 1 May 08.



All DA Forms on APD website

PureEdge forms end in .XFDL



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If you do not see the DA Form you are looking for, it may not be available electronically. Check the Point & Click ordering system for hardcopy forms ava

If you have a blank forms account and are authorized, you may order the forms in their available units of issue. If you do not have a forms account, please see your organization's Army Forms Management Officer (FMO) or Publications Control Officer (PCO) or DOIM for blank forms support.

The Form Description You Searched for 41
117 *Records found.*

FORM NO.	FORM DATE	TITLE	FF22	FF99	XFDL	PDF
DA 410	JUN 55	RECEIPT FOR ACCOUNTABLE FORM (AR 25-30)	FF22	FF99	XFDL	PDF
DA 1941	FEB 57	GRID AND DECLINATION COMPUTATIONS	FF22	FF99	XFDL	PDF
DA 1941 IMAGE FILE	FEB 57	GRID AND DECLINATION COMPUTATIONS	FF22			
DA 2410 FILE 1/2	OCT 97	COMPONENT REMOVAL AND REPAIR/OVERHAUL RECORD	FF22		XFDL	PDF
DA 2410 FILE 2/2	OCT 97	COMPONENT REMOVAL AND REPAIR/OVERHAUL RECORD	FF22			PDF
DA 2415	DEC 77	AMMUNITION CONDITION REPORT	FF22	FF99	XFDL	PDF
DA 2441	MAY 73	SUGGESTION AWARD CERTIFICATE	FF22	FF99	XFDL	PDF
DA 2441 IMAGE FILE	MAY 73	SUGGESTION AWARD CERTIFICATE	FF22			
DA 2741	MAY 86	LAUNDRY LIST (FOR PIECE-RATE PATRONS)	FF22	FF99	XFDL	PDF
DA 2941-R	MAR 65	UNIT VEHICLE LOADING PLAN (WORKSHEET)	FF22	FF99	XFDL	PDF
DA 4103	JUN 99	VISUAL INFORMATION (VI) PRODUCT LOAN ORDER	FF22	FF99	XFDL	PDF
DA 4106	FEB 04	INCIDENT REPORT	FF22	FF99	XFDL	PDF
DA 4107	MAR 82	OPERATION REQUEST AND WORKSHEET	FF22	FF99	XFDL	PDF
DA 4119	JUN 79	FIRE HOSE RECORD	FF22	FF99	XFDL	PDF
DA 4126-R	DEC 94	BAR TO REENLISTMENT CERTIFICATE	FF22	FF99	XFDL	PDF
DA 4137	JUL 76	EVIDENCE/PROPERTY CUSTODY DOCUMENT	FF22	FF99	XFDL	PDF
DA 4138-R	JAN 74	MONTHLY AUTHORIZATION CONTROL RECORD	FF22	FF99	XFDL	PDF
DA 4139-R	JAN 74	APPLICATION FOR LOAN (CIVILIAN WELFARE FUND)	FF22	FF99	XFDL	PDF
DA 4140-R	JAN 74	LOAN CONTRACT (CIVILIAN WELFARE FUND)	FF22	FF99	XFDL	PDF
DA 4153-R	MAR 93	EQUIPMENT SURVEY WORKSHEET	FF22	FF99	XFDL	PDF
DA 4159	OCT 81	REQUEST FOR MEDICAL CARE IN A FEDERAL MEDICAL TREATMENT FACILITY OUTSIDE DEPARTMENT OF DEFENSE	FF22	FF99	XFDL	PDF
DA 4160	OCT 73	PATIENT'S PERSONAL EFFECTS AND CLOTHING RECORD	FF22	FF99	XFDL	PDF
DA 4162	JUL 03	VOLUNTEER SERVICE RECORD	FF22		XFDL	PDF
DA 4170	JUL 02	STATEMENT OF GAINS AND LOSSES	FF22	FF99		PDF
DA 4179	AUG 03	LEAVE CONTROL LOG	FF22	FF99	XFDL	PDF
DA 4186	JAN 85	MEDICAL RECOMMENDATION FOR FLYING DUTY	FF22	FF99	XFDL	PDF

Done

Start Inbox - Microso... Sect 4. FCMP P... Sect 1. Overvie... Army Publishing... Search Result... 10:28 AM

Software is no cost to user; download to work & home computers.

POC: ESO, tapcmse@conus.army.mil, (703) 325-9660 (DSN: 221) https://www.hrc.army.mil/site/Active/TAGD/ESPD(formerly_MSD)/msdweb.h
As of: 7 Apr 08

Information Sources

1. **AR 623-3 and DA PAM 623-3**
2. **My Forms wizard form formats and AKO forms portal**
3. **Evaluation Systems Office homepage: see POC info below.**
4. **Online applications and tools – IWRS for all component OER, AC NCOER reports (switching to IWRS and including USAR NCOER by May 08), GKO has ARNG information.**
5. **Human Resources Command offices:**
   - **Policy: (703) 325-9660 (DSN: 221), tapcmse@conus.army.mil**
   - **Appeals & Corrections: (703) 325-8642 (DSN: 221)**
6. **S1 Net Evaluations Community (location for relevant announcement that might not be in MILPER msgs.)**
7. **AKO My Forms Portal Assistance: apdfcmp@hqda.army.mil, (703) 428-0545**